



Request for Personal Services Contractor

USAID Office of Transition Initiatives

Position Title: OTI Information Technology (IT) Team Leader - Washington, D.C.
Solicitation Number: SOL-OTI-16-000024
Salary Level: GS-13 Equivalent: \$92,145 - \$119,794 per annum
GS-14 Equivalent: \$108,887 - \$141,555 per annum
Issuance Date: March 15, 2016
Closing Date: March 29, 2016
Closing Time: 5:00 P.M. Eastern Time

Dear Prospective Applicants:

The United States Government (USG), represented by the U.S. Agency for International Development (USAID), is seeking applications from qualified U.S. citizens to provide personal services as an Information Technology Team Leader under a personal services contract, as described in the attached solicitation.

Submittals must be in accordance with the attached information at the place and time specified. Applicants interested in applying for this position **MUST** submit the following materials:

1. Complete resume. In order to fully evaluate your application, your resume must include:
 - (a) Paid and non-paid experience, job title, location(s), dates held (month/year), and hours worked per week for each position. Dates (month/year) and locations for all overseas field experience must also be detailed. **Any experience that does not include dates (month/year), locations, and hours per week will not be counted towards meeting the solicitation requirements.**
 - (b) Specific duties performed that fully detail the level and complexity of the work.
 - (c) Names and contact information (phone and email) of your current and/or previous supervisor(s).
 - (d) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
 - (e) U.S. Citizenship.

Your resume should contain explicit information to make a valid determination that you fully meet the experience requirements as stated in this solicitation for each grade level for which you are applying. If you do not specify which grade level, your application will be considered at the lower grade level. This information should be clearly identified in your resume. Failure to provide explicit information to determine your qualifications for the position will result in loss of full consideration.

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2. Supplemental document specifically addressing:

Each of the three (3) Evaluation Factors shown in the solicitation. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

NOTE: The Evaluation Factors are worth 60 out of 100 points. Applicants are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor.

Additional documents submitted will not be accepted. Incomplete or late applications will not be considered. Your complete resume and the supplemental document addressing the EFs must be mailed or emailed to:

Office of Transition Initiatives
529 14th Street, NW, Suite 300
Washington, DC 20045
E-Mail Address: OTIjobs@usaid.gov

Applicants can expect to receive a confirmation email when application materials have been received. Applicants should retain for their records copies of all enclosures which accompany their applications. Applicant resources are available at www.otijobs.net/#!guidance-for-applying/c1ggu. Any questions on this solicitation may be directed to:

OTI Recruitment Team
Telephone Number: (202) 836-7455
E-Mail Address: OTIjobs@usaid.gov
Website: www.OTIjobs.net

Sincerely,

Cristina Sylvia
Contracting Officer

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ATTACHMENT 1

Solicitation for U.S. Personal Services Contractor (PSC) OTI Information Technology Team Leader

I. GENERAL INFORMATION

- 1. SOLICITATION NO.:** SOL-OTI-16-000024
- 2. ISSUANCE DATE:** March 15, 2016
- 3. CLOSING DATE/TIME FOR RECEIPT OF APPLICATIONS:** March 29, 2016 5:00 pm Eastern Time
- 4. POSITION TITLE:** Information Technology (IT) Team Leader
- 5. MARKET VALUE:** This position has been designated as a “tandem” position that, depending on the qualifications of the candidate, can be filled at either the GS-13 (\$92,145 - \$119,794 per annum) or GS-14 (\$108,887 - \$141,555 per annum) equivalent level, DC-locality pay. Final compensation will be negotiated within the listed market value of the GS-13 or GS-14 level depending on qualifications, previous relevant experience and work history, salary and educational background. **Salaries over and above the pay range will not be entertained or negotiated.** Candidates who live outside the Washington, D.C. area will be considered for employment but no relocation expenses will be reimbursed.

Note: Applicants who submit an application for the GS-14 grade level, but do not meet the minimum qualifications as outlined in this solicitation and as reviewed by the Technical Evaluation Committee, will not be considered for the GS-13 position if they have not submitted a separate application for the GS-13 level. Similarly, applicants who apply for the GS-13 position even though they might meet the minimum qualifications for the GS-14 position will not be considered for the higher graded position if they have not submitted a separate application for the GS-14 position. Applicants who are unsure of which grade level they meet the minimum qualifications for should submit separate applications for the GS-13 and the GS-14 positions. The application will be considered for the lower grade level if the applicant does not specify the grade level in the submission.

- 6. PERIOD OF PERFORMANCE:** Two years, with three one-year option periods.

START DATE: Within 45 days of receiving notification that required security clearance has been obtained.

- 7. PLACE OF PERFORMANCE:** Washington, D.C.

- 8. SECURITY LEVEL REQUIRED:** Secret

- 9. STATEMENT OF DUTIES**

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POSITION DESCRIPTION

BACKGROUND

USAID's Office of Transition Initiatives (OTI) is seeking highly motivated, highly qualified individuals who want the opportunity to help support rapid international transition programs for priority conflict-prone countries. Created in 1994 as a distinct operating unit within USAID, OTI helps local partners advance peace and democracy in politically-transitioning countries. In support of U.S. foreign policy, OTI seizes emerging windows of opportunity in the political landscape to promote stability, peace, and democracy by catalyzing local initiatives through adaptive and agile programming.

Countries experiencing a significant political transition in the midst of a disaster or emerging from civil conflict have unique needs that cannot be fully addressed by traditional disaster relief. Timely and effective assistance to promote and consolidate peaceful, democratic advances can make the difference between a successful or a failed transition. OTI assists in securing peace by aiding indigenous, mostly non-governmental, civil society and media organizations. OTI uses such mechanisms as support for re-integration of ex-combatants into civilian society; development of initiatives to promote national reconciliation; identification of quick-impact community self-help projects to meet urgent economic needs; and aid to independent media outlets and community-based organizations to help promote informed debate and broaden public participation.

To respond quickly and effectively and meet its program objectives and mandate OTI retains a group of high level professionals and experts under U.S. Personal Services Contracts (USPSCs). These knowledgeable and skilled professionals make up the vast majority of the OTI work force and are at its forefront implementing and achieving the office's programmatic goals and objectives. USPSCs are considered employees of USAID for all purposes except programs administered by the Office of Personnel Management (OPM) – such as federally sponsored health insurance, life insurance, and retirement benefits. However, there are several other similar benefits that USPSCs may participate in, such as partial reimbursement for health and life insurance costs, as well as full coverage of workers' compensation, among other benefits. For more complete information on USPSC benefits, please see page 14 of this solicitation.

For more information about OTI and its country programs please see:
<http://www.usaid.gov/political-transition-initiatives>

INTRODUCTION

The IT Team is a member of OTI's Operations and Management Division which prides itself on maintaining positive morale in the division and a high degree of customer support and innovation for the office. OTI is under USAID's Bureau for Democracy, Conflict and Humanitarian Assistance (DCHA).

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The IT Team supports OTI program staff and operations by ensuring the development and maintenance of OTI IT applications (web and non-web-based) that support the management of OTI programs. The IT team liaises with USAID's Chief Information Office (CIO) on IT support and security requirements, manages OTI's mobile devices in collaboration with USAID/CIO, manages OTI's IT budget and inventory, and collaborates closely with OTI's two other divisions: Programs, Learning and Innovations (PLI) and Field Programs Division (FPD).

The IT Team Leader supervises several US Personal Service Contract staff and works closely with a small team of institutional contract staff. Members of the IT Team work in a fast-paced environment and support the full IT development life cycle. The team has daily interaction with both U.S. and international users, and gains a wealth of experience learning to implement or backstop all of the various facets of a small-scale yet modern web application as well as providing other IT support for a unique, rapid response office in USAID. OTI's portfolio of applications manages DC-based operations as well as grants under contract programs implemented throughout the world in support of USAID's mission, containing a robust geospatial element.

More information about OTI can be found on the web [here](#) and [here](#).

CORE FUNCTIONAL AREAS OF RESPONSIBILITY

DUTIES AND RESPONSIBILITIES

The work of the Information Technology (IT) Team Leader requires teamwork, the exercise of discretion, judgment, and personal responsibility. As a member of a highly operational office, the incumbent is willing and able to perform a wide range of administrative functions to help ensure programmatic success. The incumbent has a high level of integrity and attention to detail to ensure the use of OTI systems and procedures to maintain effective and efficient management of funds, programming, and monitoring and evaluation. The incumbent is highly flexible and willing to work under conditions of ongoing change, and remains professional and respectful of colleagues and authority in a diverse workforce. She or he places a premium on the building of positive relationships with his or her respective team both in the field and in Washington, and with key stakeholders both in and outside of USAID. The incumbent is able to prioritize and complete tasks without follow-up by the supervisor, while also filling in gaps as needed to ensure the responsiveness of the team. The IT Team Leader is a strategic thinker, articulates innovative ideas, presents solutions, and is a positive role model for colleagues both in and outside of OTI.

Under the direct supervision of the Washington-based DCHA/OTI Chief of Operations and Management Division or his or her designee, the IT Team Leader will perform the following duties:

At GS-13 IT Team Leader Level:

- **Manage and prioritize IT Team's projects, ensuring targets are met,** and coordinating the efforts of the team with internal and external stakeholders; Align OTI's program needs

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with available technology to promote productivity and efficiency; provide status reports, project risk audits, and justification when plan timelines need to be adjusted;

- **IT Budget management:** Manage OTI's IT budget, which includes budget for USPSC IT personnel, mobile devices, software and IT systems support (e.g. external IT support, server hosting, domain names);
- **Inventory control:** Ensure IT inventory is being tracked and monitored to prevent excess inventory or misuse; Manage equipment and software licenses;
- **Supervise the IT Team.** For USPSC staff: directly supervise staff and ensure staff are trained and mentored in all critical aspects of OTI IT functions. Ensure that employee Individual Development Plans (IDP) and performance evaluations are completed in a timely manner in accordance with OTI office policy; Design staffing plans to meet overall project objectives, ensure staff work objectives and tasks are well defined, and ensure that recruitment is initiated immediately when staffing needs arise. For institutional contractor staff: Coordinate with the contractor to ensure work is effectively performed;
- **Contracts/Agreements oversight:** Supervise or act as the Contracting Officer's Representative (COR) or Agreement Officer's Representative (AOR) for IT contracts and/or agreements;
- **Business Systems and software solutions.** Analyze OTI program management, and collaborate with OTI staff in development, maintenance and support of OTI's enterprise systems for worldwide users, including but not limited to, OTI's internal website, OTI's activity/grants management, Budget and Finance system and HR systems. Ensure provision of ad hoc development of simple, productivity-software-based solutions that improve productivity. Lead system architectural design sessions in collaboration with other OTI teams; ensure that OTI systems are continually monitored, evaluated and improved upon in consultation with other OTI divisions;
- Effectively articulate OTI/IT's role in supporting OTI's overall mission to a variety of audiences (such as system users, technical staff, and senior leadership) verbally and in writing;
- **IT Support Services, Customer Service.** Ensure a high level of customer service with OTI users; maintain collaborative relationships with other teams in and outside of OTI in USAID; ensure the provision of training and assistance for staff on the usage of various OTI equipment, software and supplies not supported by USAID/CIO; implementation of hardware maintenance cycles; repair/replace failed equipment and re-provisioning; ensure provision of other IT support functions as required;
- Develop and ensure maintenance of IT policy and security requirements in collaboration with USAID/M/CIO;

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- As needed, serve on short-term assignments with other USAID offices or bureaus in direct support of OTI programs. These placements shall not exceed three months;
- Perform other related duties as assigned by supervisor to meet overall IT project deliverables.

At the GS-14 Level:

- **Manage and prioritize IT Team's projects, ensuring targets are met,** and coordinating the efforts of the team with internal and external stakeholders; align OTI's program needs with available technology to promote productivity and efficiency; provide status reports, project risk audits, and justification when plan timelines need to be adjusted;
- **Contracts/Agreements oversight:** Supervise or act as the Contracting Officer's Representative (COR) or Agreement Officer's Representative (AOR) for IT contracts and/or agreements;
- **IT Budget management:** Oversee OTI's IT budget, which includes budget for USPSC IT personnel, mobile devices, software and IT systems support (e.g. external IT support, server hosting, domain names);
- **Inventory control:** Ensure IT inventory is being tracked and monitored to prevent excess inventory or misuse; Manage equipment and software licenses;
- **Lead and supervise the IT Team.** For USPSC staff: directly supervise staff and ensure staff are trained and mentored in all critical aspects of OTI IT functions. Ensure that employee Individual Development Plans (IDP) and performance evaluations are completed in a timely manner in accordance with OTI office policy; Design staffing plans to meet overall project objectives, ensure staff work objectives and tasks are well defined, and ensure that recruitment is initiated immediately when staffing needs arise. For institutional contractor staff: Coordinate with the contractor to ensure work is effectively performed;
- **Business Systems and software solutions:** Analyze OTI program management, and collaborate with OTI staff in development, maintenance and support of OTI's enterprise systems for worldwide users, including but not limited to, OTI's internal website, OTI's activity/grants management, Budget and Finance system and HR systems. Ensure provision of ad hoc development of simple, productivity-software-based solutions that improve productivity. Lead system architectural design sessions in collaboration with other OTI teams; ensure that OTI systems are continually monitored, evaluated and improved upon in consultation with other OTI divisions;
- Effectively articulate OTI/IT's role in supporting OTI's overall mission to a variety of audiences (such as system users, technical staff, and senior leadership) verbally and in writing;

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- **IT Support Services, Customer Service:** Ensure a high level of customer service with OTI users; maintain collaborative relationships with other teams in and outside of OTI in USAID; ensure the provision of training and assistance for staff on the usage of various OTI equipment, software and supplies not supported by USAID/CIO; implementation of hardware maintenance cycles; repair/replace failed equipment and re-provisioning; ensure provision of other IT support functions as required;
- Oversee and/or develop and maintain IT policy and security requirements in collaboration with USAID/M/CIO;
- Act as Deputy Chief or Chief OMD if required;
- As needed, serve on short-term assignments with other USAID offices or bureaus in direct support of OTI programs. These placements shall not exceed three months;
- Perform other related duties as assigned by supervisor to meet overall IT project deliverables.

SUPERVISORY RELATIONSHIP:

The IT Team Leader will be supervised by the OTI Operations and Management Division Chief or his/her designee.

SUPERVISORY CONTROLS:

The supervisor will provide administrative directions in terms of broadly defined missions or functions. The employee will independently plan, design and carry out programs, projects, studies or other work assignments. The employee's work will be considered technically authoritative and normally accepted without significant change, and will be reviewed in terms of fulfillment of program objectives, influence on the overall program, or contribution to the advancement of the objective.

10. PHYSICAL DEMANDS

PHYSICAL DEMANDS:

The work is generally sedentary and does not pose undue physical demands.

WORK ENVIRONMENT:

Work is performed in an office setting. Overseas deployments are not required for this position.

11. POINT OF CONTACT:

OTI Recruitment Team
529 14th Street, NW, Suite 300
Washington, DC 20045
Telephone Number: (202) 836-7455
E-Mail Address: OTIjobs@usaid.gov

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II. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION

(Determines basic eligibility for the position. Applicants who do not meet all of the education and experience factors are considered NOT qualified for the position. **See detailed instructions for demonstrating Education/Experience under "Applying"**)

At a **minimum**, the applicant must have:

At the GS-13 level:

At the GS-13, IT Team Lead must be an individual with sound judgment, excellent communication, interpersonal and analytical skills and possess a well-developed understanding of information technology and customer service activities. The individual will be someone who can supervise a small team, and demonstrate excellent collaboration skills and the ability to direct and train staff on IT related industry and best practices. This position requires working with people from many different cultures and backgrounds.

At a minimum, the applicant must have:

(1) A Master's degree, with a minimum of **four (4) years** of professional experience;

OR

A Bachelor's degree, with a minimum of **six (6) years** of professional experience;

OR

High School diploma or equivalent with a minimum of **eight (8) years** of professional experience;

AND

(2) A minimum of **four (4) years** of professional experience in managing Information Technology (IT) and/or Information Communication and Technology (ICT) projects;

(3) At least **two (2) years'** experience supervising IT or ICT personnel.

At the GS-14 level:

(1) A Master's degree, with a minimum of **seven (7) years** of professional experience in managing Information Technology (IT) and/or Information Communication and Technology (ICT) projects;

OR

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A Bachelor's degree, with a minimum of **nine (9) years** of professional experience in managing Information Technology (IT) and/or Information Communication and Technology (ICT) projects;

OR

High School diploma or equivalent with a minimum of **eleven (11) years** of professional experience Information Technology (IT) and/or Information Communication and Technology (ICT) projects;

AND

- (2) A minimum of **six (6) years** of professional experience in managing Information Technology (IT) and/or Information Communication and Technology (ICT) projects;
- (3) At least **four (4) years'** experience supervising IT or ICT personnel.

SELECTION FACTORS:

(Determines basic eligibility for the position. Applicants who do not meet all of the selection factors are considered NOT qualified for the position.)

- Applicant is a U.S. Citizen;
- Complete resume submitted. See cover page for resume requirements. Experience that cannot be quantified will not be counted towards meeting the solicitation requirements;
- Supplemental document specifically addressing how the candidate meets each of the Evaluation Factors submitted;
- Ability to obtain a SECRET level security clearance (**NOTE: Dual citizens may be asked to renounce second-country citizenship**);
- Satisfactory verification of academic credentials.

A USAID Secret level security clearance required prior to issuance of the contract for this position.

NOTE: If a full security investigation package is not submitted by the selected within 30 days after it is requested, the offer may be rescinded. If a security clearance is not able to be obtained within four months after the selected submits the initial security clearance documentation, the offer may be rescinded.

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III. EVALUATION FACTORS

EVALUATION FACTORS:

(Used to determine the competitive ranking of qualified applicants in comparison to other applicants. The factors are listed in priority order from highest to least.)

Applicants should cite specific, illustrative examples for each factor. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

- Factor #1 Demonstrated experience designing and managing IT project plans and customized IT applications.
- Factor #2 Demonstrated experience managing budgets, inventory, and IT help desk functions.
- Factor #3 Demonstrated training in the IT, ICT, and supervisory/management fields. Please include a complete list of trainings, certifications, or degrees received to include course provider, name and length of course, and date completed.

BASIS OF RATING: Applicants who clearly meet the Education/Experience Requirements and Selection Factors will be further evaluated based on scoring of the Evaluation Factor responses. Applicants are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor. Be sure to include your name and the announcement number at the top of each additional page. Failure to specifically address the Selection and/or Evaluation Factors may result in your not receiving credit for all of your pertinent experience, education, training and/or awards.

The Applicant Rating System is as Follows:

Evaluation Factors (EF) have been assigned the following points:

- Factor #1 – 20
- Factor #2 – 20
- Factor #3 – 20
- Total Possible – 60 Points

Interview Performance – 40 points

Satisfactory Professional Reference Checks – Pass/Fail (no points assigned)

Total Possible Points: 100

The most qualified candidates may be interviewed, required to provide a writing sample, and demonstrate an ability to operate commonly used office applications. OTI will not pay for any expenses associated with the interviews. In addition, applications (written materials and

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interviews) will be evaluated based on content as well as on the applicant's writing, presentation, and communication skills. In the event that a candidate has fully demonstrated his/her qualifications and there are no other competitive applicants, OTI reserves the right to forego the interview process. Professional references and academic credentials will be evaluated for applicants being considered for selection.

IV. APPLYING

Applications must be **received** by the closing date and time at the address specified in **Section I, item 3**, and submitted to the Point of Contact in **Section I, item 11**.

Qualified applicants are **required** to submit:

1. Complete resume. In order to fully evaluate your application, your resume must include:

- (a) Paid and non-paid experience, job title, location(s), dates held (month/year), and hours worked per week for each position. Dates (month/year) and locations for all overseas field experience must also be detailed. **Any experience that does not include dates (month/year), locations, and hours per week will not be counted towards meeting the solicitation requirements.**
- (b) Specific duties performed that fully detail the level and complexity of the work.
- (c) Names and contact information (phone and email) of your current and/or previous supervisor(s).
- (d) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
- (e) U.S. Citizenship.

Your resume should contain explicit information to make a valid determination that you fully meet the experience requirements as stated in this solicitation for each grade level for which you are applying. If you do not specify which grade level, your application will be considered at the lower grade level. This information should be clearly identified in your resume. Failure to provide explicit information to determine your qualifications for the position will result in loss of full consideration.

2. Supplemental document specifically addressing:

Each of the three (3) Evaluation Factors shown in the solicitation. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

NOTE: The Evaluation Factors are worth 60 out of 100 points. Applicants are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor.

Additional documents submitted will not be accepted.

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By submitting your application materials, you agree to allow all information on and attached to the application to be investigated. False or fraudulent information on or attached to your application may result in you being eliminated from consideration for this position, or being terminated after award, and may be punishable by fine or imprisonment.

To ensure consideration of applications for the intended position, applicants must prominently reference the solicitation number in the application submission.

Applicant resources are available at www.otijobs.net/#!/guidance-for-applying/c1ggu.

DOCUMENT SUBMITTALS

Via mail: Office of Transition Initiatives, 529 14th Street, NW, Suite 300, Washington, D.C. 20045

Via email: OTIjobs@usaid.gov

Please note in your document submittal where you heard about this position.

NOTE REGARDING GOVERNMENT OBLIGATIONS FOR THIS SOLICITATION

This solicitation in no way obligates USAID to award a PSC contract, nor does it commit USAID to pay any cost incurred in the preparation and submission of the application.

NOTE REGARDING DATA UNIVERSAL NUMBERING SYSTEM (DUNS) NUMBERS

All individuals contracted as US PSCs are required to have a DUNS Number. USAID will provide a generic DUNS Number and PSCs are not required to register with CCR.

For general information about DUNS Numbers, please refer to Federal Acquisition Regulation (FAR) Clause 52.204-6, Data Universal Numbering System (DUNS) Number (10/2003) https://acquisition.gov/far/current/html/52_200_206.html

ALL QUALIFIED APPLICANTS WILL BE CONSIDERED REGARDLESS OF AGE, RACE, COLOR, SEX, CREED, NATIONAL ORIGIN, LAWFUL POLITICAL AFFILIATION, NON-DISQUALIFYING DISABILITY, MARITAL STATUS, SEXUAL ORIENTATION, AFFILIATION WITH AN EMPLOYEE ORGANIZATION, OR OTHER NON-MERIT FACTOR.

V. LIST OF REQUIRED FORMS FOR PSC HIRES

Once the CO informs the successful applicant about being selected for a contract award, the CO will provide the successful applicant instructions about how to complete and submit the following forms. Forms outlined below can found at <http://www.usaid.gov/forms/>

1. Federal Employment Application (AID-302-3).
2. Declaration for Federal Employment (OF-306).

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3. Medical History and Examination Form (DS-6561).
4. Questionnaire for Sensitive Positions (for National Security) (SF-86), or Questionnaire for Non-Sensitive Positions (SF-85).
5. Finger Print Card (FD-258).

VI. BENEFITS/ALLOWANCES

As a matter of policy, and as appropriate, a PSC is normally authorized the following benefits and allowances:

1. BENEFITS:

- (a) Employer's FICA Contribution
- (b) Contribution toward Health & Life Insurance
- (c) Pay Comparability Adjustment
- (d) Annual Increase (pending a satisfactory performance evaluation)
- (e) Eligibility for Worker's Compensation
- (f) Annual & Sick Leave

2. ALLOWANCES:

Section numbers refer to rules from the Department of State Standardized Regulations (Government Civilians Foreign Areas)

- | | |
|------------------------------------|--|
| (a) Post Differential | Chapter 500 and Tables in Chapter 900. |
| (b) Living Quarters Allowance | Section 130. |
| (c) Temporary Lodging Allowance | Section 120. |
| (d) Post Allowance | Section 220. |
| (e) Supplemental Post Allowance | Section 230. |
| (f) Payments During Evacuation | Section 600. |
| (g) Education Allowance | Section 270. |
| (h) Separate Maintenance Allowance | Section 260. |
| (i) Danger Pay Allowance | Section 650. |
| (j) Education Travel | Section 280. |

VII. TAXES

USPSCs are required to pay Federal Income Taxes, FICA, and Medicare

**VIII. ACQUISITION & ASSISTANCE POLICY DIRECTIVES (AAPDS) AND
CONTRACT INFORMATION BULLETINS (CIBS) PERTAINING TO PSCs**

AAPDs and CIBs contain changes to USAID policy and General Provisions in USAID regulations and contracts. Please refer to <http://www.usaid.gov/work-usaid/aapds-cibs#psc> to determine which AAPDs and CIBs apply to this contract.

AAPD 06-10 – PSC MEDICAL EXPENSE PAYMENT RESPONSIBILITY

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**General Provision 28, MEDICAL EXPENSE PAYMENT RESPONSIBILITY
(OCTOBER 2006)**

(a) Definitions. Terms used in this General Provision are defined in 16 FAM 116 available at <http://www.state.gov/m/a/dir/regs/fam/16fam/index.htm>. Note: Personal services contractors are not eligible to participate in the Federal Employees Health Programs.

(b) The regulations in the Foreign Affairs Manual, Volume 16, Chapter 520 (16 FAM 520), Responsibility for Payment of Medical Expenses, apply to this contract, except as stated below. The contractor and each eligible family member are strongly encouraged to obtain health insurance that covers this assignment. Nothing in this provision supersedes or contradicts any other term or provision in this contract that pertains to insurance or medical costs, except that section (e) supplements General Provision 25. “MEDICAL EVACUATION (MEDEVAC) SERVICES.”

(c) When the contractor or eligible family member is covered by health insurance, that insurance is the primary payer for medical services provided to that contractor or eligible family member(s) both in the United States and abroad. The primary insurer’s liability is determined by the terms, conditions, limitations, and exclusions of the insurance policy. When the contractor or eligible family member is not covered by health insurance, the contractor is the primary payer for the total amount of medical costs incurred and the U.S. Government has no payment obligation (see paragraph (f) of this provision).

(d) USAID serves as a secondary payer for medical expenses of the contractor and eligible family members who are covered by health insurance, where the following conditions are met:

(1) The illness, injury, or medical condition giving rise to the expense is incurred, caused, or materially aggravated while the eligible individual is stationed or assigned abroad;

(2) The illness, injury, or medical condition giving rise to the expense required or requires hospitalization and the expense is directly related to the treatment of such illness, injury, or medical condition, including obstetrical care; and

(3) The Office of Medical Services (M/MED) or a Foreign Service medical provider (FSMP) determines that the treatment is appropriate for, and directly related to, the illness, injury, or medical condition.

(e) The Mission Director may, on the advice of M/MED or an FSMP at post, authorize medical travel for the contractor or an eligible family member in accordance with the General Provision 10, Travel and Transportation Expenses (July 1993), section (i) entitled “Emergency and Irregular Travel and Transportation.” In the event of a medical emergency, when time does not permit consultation, the Mission Director may issue a Travel Authorization Form or Medical Services Authorization Form DS-3067, provided that the FSMP or Post Medical Advisor (PMA) is notified as soon as possible following such an issuance. The contractor must promptly file a claim with his or her medevac insurance provider and repay to USAID any amount the medevac insurer pays for medical travel, up to the amount USAID paid under this section. The contractor must repay USAID for medical costs paid by the medevac insurer in accordance with sections (f) and (g) below. In order for medical

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travel to be an allowable cost under General Provision 10, the contractor must provide USAID written evidence that medevac insurance does not cover these medical travel costs.

(f) If the contractor or eligible family member is not covered by primary health insurance, the contractor is the primary payer for the total amount of medical costs incurred. In the event of a medical emergency, the Medical and Health Program may authorize issuance of Form DS-3067, Authorization for Medical Services for Employees and/or Dependents, to secure admission to a hospital located abroad for the uninsured contractor or eligible family member. In that case, the contractor will be required to reimburse USAID in full for funds advanced by USAID pursuant to the issuance of the authorization. The contractor may reimburse USAID directly or USAID may offset the cost from the contractor's invoice payments under this contract, any other contract the individual has with the U.S. Government, or through any other available debt collection mechanism.

(g) When USAID pays medical expenses (e.g., pursuant to Form DS-3067, Authorization for Medical Services for Employees and/or Dependents), repayment must be made to USAID either by insurance payment or directly by the contractor, except for the amount of such expenses USAID is obligated to pay under this provision. The Contracting Officer will determine the repayment amount in accordance with the terms of this provision and the policies and procedures for employees contained in 16 FAM 521. When USAID pays the medical expenses, including medical travel costs (see section (e) above), of an individual (either the contractor or an eligible family member) who is covered by insurance, that individual promptly must claim his or her benefits under any applicable insurance policy or policies. As soon as the individual receives the insurance payment, the contractor must reimburse USAID for the full amount that USAID paid on the individual's behalf or the repayment amount determined by the Contracting Officer in accordance with this paragraph, whichever is less. If an individual is not covered by insurance, the contractor must reimburse USAID for the entire amount of all medical expenses and any travel costs the contractor receives from his/her medevac provider.

(h) In the event that the contractor or eligible family member fails to recover insurance payments or transfer the amount of such payments to USAID within 90 days, USAID will take appropriate action to collect the payments due, unless such failure is for reasons beyond the control of the USPSC/dependent.

(i) Before departing post or terminating the contract, the contractor must settle all medical expense and medical travel costs. If the contractor is insured, he or she must provide proof to the Contracting Officer that those insurance claims have been submitted to the insurance carrier(s) and sign a repayment agreement to repay to USAID any amounts paid by the insurance carrier(s).